

THE GEORGE WASHINGTON UNIVERSITY
Washington, DC

MINUTES OF THE REGULAR MEETING
OF THE FACULTY SENATE HELD ON
MAY 7, 1999, IN THE KAYSER-PARK ROOM
UNIVERSITY CLUB, MARVIN CENTER

The first meeting of the new session was called to order by President Trachtenberg at 2:15 p.m.

Present: President Trachtenberg, Vice President Lehman, Registrar Selinsky, and Parliamentarian Pagel; Deans Futrell, Mazzuchi, and Phillips; Professors Castleberry, Cawley, Gallo, Granger, Griffith, Haque, Hoare, Johnston, Loew, McAleavey, Mergen, Park, Robinson, Stephanic, and Wilmarth

Absent: Deans Grossman, Harding, Lefton, Riegelman, and Young; Professors Agnew, Berkowitz, Boswell, Captain, Duff, Harrington, Nagy, Packer, Pelzman, Sheldon, and Simon

INTRODUCTION OF NEW SENATE MEMBERS

President Trachtenberg introduced the following new members of the Senate: Professors Michael S. Castleberry, Muhammed I. Haque, Robert E. Park, and Jeffrey L. Stephanic. (Professors Paul B. Duff, Randall K. Packer, Joseph Pelzman, and Debra R. Sheldon were not present.) Re-elected Senate members were Professors John G. Boswell, James F. Cawley, Mary J. Granger, David W. McAleavey, and Gary L. Simon.

APPROVAL OF THE MINUTES

The minutes of the regular meeting of April 9, 1999, were approved as distributed.

INTRODUCTION OF RESOLUTIONS

There were no resolutions introduced.

ANNUAL REPORT ON FACULTY SALARIES BY PROFESSOR ROBERT E. PARK, COMMITTEE ON APPOINTMENT, SALARY AND PROMOTION POLICIES (INCLUDING FRINGE BENEFITS)

Professor Park, on behalf of Professor Boswell, Chair, of the ASPP Committee, distributed salary data on the 1998-99 GW Regular Faculty (Continuing and New), AAUP Percentiles, and the AAUP Faculty Salary Averages for Market Basket Schools, such data having been provided by the Vice President for Academic Affairs. Professor Park noted that the goal of the Senate Resolution of some years ago, which continues to be a reference point for the Faculty Senate's annual review of this data, was to have the average

faculty salary at the 80th percentile and to have no school below the 60th percentile. He then gave some illustrations of how the data might be used. On Page 1, for example, the total mean of GW salaries at the full professor rank is \$90,129, and the 80th percentile salary of the AAUP for full professors is \$90,202; also the GWU salary by school can be compared with the AAUP 80th percentile. On Page 2, one can also compare the mean of market-basket schools for full professors which is \$94,308 with the previous table. On Page 3, one can make comparisons of school size by students and faculty and comparisons of total budgetary outlays in salaries. Pages 4 and 5 reflect graphics that compare GW with the Market Basket Mean of 1988 with 1998, showing the distribution of faculty by rank and the distribution of faculty salary money by rank. Professor Park noted that in 1988 the University was somewhat top-heavy in the full professorial rank but over the decade it has brought its percentage of full professors into close compliance with those of the Market Basket schools. As to the total salary budget, Professor Park said that GW is now in a favorable comparison with the Market Basket, having corrected its somewhat top-heavy allocation of the salary budget to full professors in 1988. In concluding his report, Professor Park invited comments from Vice President Lehman. (The 1998-99 Annual Report on Faculty Salaries is attached.)

Vice President Lehman said that he wished to point out three things. First, the April 23, 1999 issue of the Chronicle contains much more detailed information about faculty salaries, in that it shows that GW's average academic year salary exceeds that of the local universities, except for two cases, i.e., Georgetown University's full professor average exceeds GW's by about 10% and the University of Maryland's assistant professor average exceeds GW's by \$500.00 Secondly, it is important to keep in mind that these figures are averages at all ranks. If the Law Schools are removed at the full professor rank, then GW is closer to Georgetown. When the Georgetown Law School is disaggregated, which has approximately 40 more faculty than GW's Law School, from these averages, and the GW Law School is also disaggregated from our averages, what one finds is that at the full professor rank GW is only 1% lower instead of 10% lower in average salary at the full professor rank. Vice President Lehman said that it is very important to look at how many faculty are in a given rank and the aggregation that one is looking at in comparing the different schools. Thirdly, the administration pays close attention to assure that GW's salaries are kept above the AAUP 80th percentile. This year, \$300,000 was added to make certain that the assistant professors stayed in that category and it turned out that assistant and associate professors stand at the 80.5% and 85.7% percentile, respectively. The full professors now are just a 10th of a percent below the 80th percentile compared to being above it last year. Vice President Lehman said that he thought on the whole the administration has maintained its aim across the entire University relative to the 80th percentile.

Professor Hoare said that she would like to reiterate what she said at the March Senate meeting which is that the salary data for the Graduate School of Education and Human Development is really incorrect. Full professors in this school, this year, have an average salary not of \$75,771, but \$71,000; associate professors, not \$55,603, but \$49,000; and assistant professors, not \$47,259, but \$42,000. Clearly, she said, the School is below the 60th percentile and she would ask again that the Faculty Senate Resolution be reaffirmed to bring all schools up to the 80th percentile. The President noted that the Resolution, as he recalled it, asked that the administration bring the University's average salaries to the 80th percentile and all schools to the 60th percentile. Professor Griffith agreed with the President, but added that the Columbian School of Arts and Sciences is well below the 60th percentile also. The President agreed with Professor Griffith, but added that to understand the data from the Columbian School, one needed to look at it department by department.

Vice President Lehman pointed out that the salary figures just quoted by Professor Hoare do not include the second tier of the two-tier salaries in GSEHD. He explained that in the Medical Center and in GSEHD the faculty have the opportunity to have a two-tier-salary that will be partly supported by a research grant. In GSEHD, there is a subgroup of faculty who bring in sponsored projects and who have the opportunity to earn a maximum of 10% of their salary through the research grant. The Medical Center has a similar arrangement, but he thought with different percentages. These arrangements are done, he said, with the understanding that if the sponsored research money is not available to cover the salary, then the salary will eventually be reduced, but at the same time the school takes the risk and must cover the salary for the period in which that two-tier salary was indicated.

GENERAL BUSINESS

I. APPROVAL OF DATES FOR REGULAR SENATE MEETINGS IN THE 1999-00 SESSION

Professor Robinson asked for approval of the dates for the regular meetings of the Faculty Senate for the 1999-00 Session. The following dates were approved:

| | |
|--------------------|-------------------|
| May 7, 1999 | January 21, 2000 |
| September 10, 1998 | February 11, 2000 |
| October 15, 1999 | March 10, 2000 |
| November 12, 1999 | April 14, 2000 |
| December 10, 1999 | |

II. NOMINATION FOR APPOINTMENT BY THE PRESIDENT OF PARLIAMENTARIAN OF THE FACULTY SENATE FOR THE 1999-00 SESSION

Professor Robinson moved the nomination for re-appointment by

the President of Associate Professor Scott B. Pagel as Parliamentarian of the Faculty Senate for the 1999-00 Session. The nomination of Professor Pagel was approved.

III. NOMINATIONS FOR ELECTION OF CHAIRS AND MEMBERS OF FACULTY
SENATE STANDING COMMITTEES FOR THE 1999-00 SESSION

Professor Robinson moved the nominations for election of Chairs and members of Senate Standing Committees for the 1999-00 Session. The nominations were approved. (List of Chairs and Members of Faculty Senate Standing Committees is enclosed.)

IV. NOMINATIONS FOR APPOINTMENT BY THE PRESIDENT TO ADMINISTRATIVE
COMMITTEES

Professor Robinson moved the nominations for appointment to the following Administrative Committees: Committee on University Bookstore: David A. Rowley, Stephen McGraw, and Harry E. Yeide; Space Committee: Gary L. Simon, Chair, Senate Committee on Physical Facilities; Joint Committee of Faculty and Students: David W. McAleavey, Faculty Co-Chair; Sylven S. Beck, Milos Doroslovacki, Karen Park, Joan R. Regnell, Bradley Sabelli, and Max D. Ticktin. The nominations were approved.

V. NOMINATIONS FOR APPOINTMENT BY THE BOARD OF TRUSTEES TO
TRUSTEES' COMMITTEES

Professor Robinson moved the nominations for appointment by the Board of Trustees to the following Committees: Trustees' Committee on Academic affairs: Lilien F. Robinson; Trustees' Committee on Student Affairs: David W. McAleavey; Trustees' Committee on Development and Alumni Affairs: William B. Griffith (Fall '99) and Debra R. Sheldon (Spring '00); Trustees' Committee on External Affairs: Yvonne Captain; Trustees' Committee on Infrastructure and Information Technology: Philip W. Wirtz. The nominations were approved.

VI. NOMINATIONS FOR ELECTION BY THE FACULTY SENATE TO THE PANEL FOR
STUDENT GRIEVANCE REVIEW COMMITTEES

Professor Robinson moved the nominations for election of the following faculty to the Panel for Student Grievance Review Committees: Andrew Altman, R. Paul Churchill, Jorge Garcia, Margaret R. Kirkland, Michael J. Peck, Terrence M. Phillips, Joan R. Regnell, Linda L. Street, Max D. Ticktin, and Catherine Turley. The nominations were approved.

VII. REPORT OF THE EXECUTIVE COMMITTEE

The Report of the Executive Committee by Professor Robinson, Chair, is enclosed.

VIII. ANNUAL REPORTS OF SENATE STANDING COMMITTEES

Annual Reports from the following Senate Standing Committees were received: Appointment, Salary and Promotion Policies, Faculty Development and Support, University and Urban Affairs, Professional Ethics and Academic Freedom, Athletics and Recreation, and Joint Committee of Faculty and Students. (The Annual Reports are attached.)

With reference to the Annual Report submitted by the Professional Ethics and Academic Freedom Committee, Professor Griffith, immediate past Chair, noted that much of what is in the Report is familiar to ongoing members of the Senate because a good deal of what the PEAFC Committee did the past year came before the Senate with the exception of the proposed changes in the faculty grievance procedures. He said the Committee was very close to being ready to report finally on the changes recommended but in the last part of the semester, the Committee was unable to act on it because of the lack of a quorum. However, he thought that the full Committee should be able to report out fairly expeditiously on this matter in the fall.

Professor Griffith then turned to three other substantive matters covered by the PEAFC Committee. First, the reconsideration of the Tenure by Default issue in which the PEAFC Committee was put under great pressure to get a response back to the Board of Trustees by February, which it did. Secondly, the Committee was asked to propose recommended changes in the Policy and Procedures on Sexual Harassment Complaints by December because an Interim Policy was about to be disseminated more broadly and if the Committee wanted its changes to be included in the revised document, it had to meet the December deadline. In both of these matters, the PEAFC Committee has not heard whether the Board of Trustees accepted the Tenure by Default Resolution approved by the Senate in February, nor has it been informed whether or not the administration approved the Senate's recommendations regarding the Interim Policy on Sexual Harassment Complaints approved by the Senate in December.

The last item, Professor Griffith said, is the matter of the divergence between practice and perceived needs in the Medical Center and the Faculty Code. The PEAFC Committee was asked in early fall to review the Appointment, Salary, Promotion and Tenure procedures established by the Medical Center and to consider proposed language from University Counsel. The procedures were already out of date because the Medical Center is now composed of two different schools, and the Committee sent the procedures back to the Medical Center. The PEAFC Committee was trying to reach an agreement with the Medical Center as to how to change the language of the Code to provide for separate coverage for those who were clinical faculty and those who were non-clinical faculty, but it turns out that that is a distinction that is very difficult to

draw. Again, Professor Griffith said, the PEAFF Committee was put under great pressure to turn this issue around quickly, but it has not received any reaction to its proposals.

With respect to all of these matters, Professor Griffith said that he would like to suggest to the administration that in issues of this sort the process would work a bit more smoothly if two-way communication between the administration and the Senate Committees could be improved.

President Trachtenberg said that, with all due respect, he believed that Professor Wirtz, who was present to represent the Senate when the Trustee's Committee debated and voted on the Tenure by Default issue, had informed the PEAFF Committee of the outcome he had observed.

In response to Professor Griffith's inquiry about whether or not a new Interim Policy on Sexual Harassment Complaints has been issued, Vice President Lehman said that the administration has spent the last three months working on it to try to put it into a legally consistent form with respect to the law, and at the same time have a comprehensive policy not only for faculty, but also including staff and students. He said that the new Interim Policy relies on the recommendations from the PEAFF Committee and that his explanation of the changes that were made will be sent to Professor Robinson shortly. Vice President Lehman said that he has asked Associate Vice President Kaplan to distribute the new Interim Policy.

TRIBUTES

A tribute to Neofytos Theodore Tsangaris, Professor of Surgery, a former Senate member who is retiring, was read by Professor Gallo. (The tribute, prepared by Heather Kowalski, Communications Manager, Medical Center, is attached.)

BRIEF STATEMENTS (AND QUESTIONS)

Professor Griffith noted that his computer was attacked by the "Chernobyl" virus even though he had an anti-virus program on the machine. He understood that it is possible for the department to purchase for each individual computer anti-virus software that can be regularly updated, but that that would require the purchase of an individual license for a definite term for each computer. Professor Griffith said that he did not think that the departments could bear this kind of expense and he thought that there ought to be a more systematic way in which the University could provide some sort of protection. Vice President Lehman replied that, as he previously reported, he is in the midst of reconstituting the Information Technology Advisory Council (ITAC) for the 1999-00 Academic Year. He noted that the Faculty Senate has appointed a representative to the Administrative Systems Subcommittee of ITAC,

and by July 1st, next year's ITAC will be ready to move forward. He thanked Professor Griffith for bringing this computer virus problem to his attention and said that he will ask ITAC to look into it.

Professor Hoare asked the President if he has some intent to bring all schools in the University up to the 60th percentile, so that she could inform her faculty. The President called upon Vice President Lehman. Vice President Lehman responded by saying that the question at this point in time is one of resources in the context of priorities. According to his figures, Vice President Lehman said it would cost approximately \$1.25 million to bring all schools up to the 60th percentile. While he was very well aware that this was GSEHD's number one priority, he pointed out that there were a number of priorities that the administration tried to fulfill this year, and the number one priority was to make sure that every school had its full graduate student support budget. In order to do that, he said, we actually used the full amount of the money we had available for new academic initiatives which cost about \$1.5 million. He noted that the next priority, at a cost of \$300,000, was to implement the undergraduate retention plan from the viewpoint of increasing revenue which will lead to three new undergraduate professional advisers in the Columbian School and one in the Engineering School. In addition, a degree audit program will be implemented, which many people have requested for a long time, plus a part-time person will be hired to monitor at-risk students on a constant basis. He said that the administration's next top priority, if there are any extra funds this year, will be to put money into the marketing of graduate programs to increase the number of graduate students at the Master's level, and that is currently slated to be a \$250,000 item. At the moment, Vice President Lehman said, those are the resources that the University has available and those have been the administration's priorities.

President Trachtenberg said that the administration is committed to responding to the Senate Resolution. He thought that the good faith effort of the administration is demonstrated by the data that Professor Park put forward today and that it is a question of inching our way forward and that we are getting it fixed a little at a time as the opportunity presents itself.

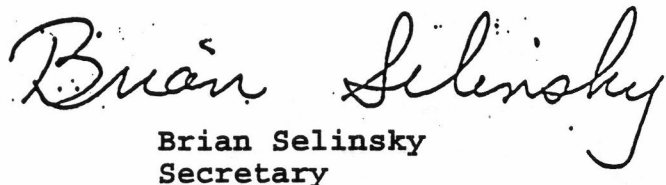
The President then reported that, on the basis of deposits submitted thus far, it would appear that we are going to have a robust freshmen class in the fall, and the quality of the class, as measured by conventional standards, will be even stronger than this year's entering class. With regard to Mount Vernon College, he said the good news is that we have received a full complement of deposits, and while it may be premature to say it, he cautiously thought that our venture to retain Mount Vernon College as a women's school affiliated with GW may have prevailed. Now, he said, we want to look at the next two years to consider raising the tuition closer to the tuition at the University and possibly adding

another 100 beds and also renovating the facility.

Professor Griffith noted that the Fiscal Planning and Budgeting Committee had been briefed on the possibility that the University may acquire a lot on E Street between 19th and 20th Streets, and since a story about it had now appeared in the Hatchet, he asked the President if he could comment on that possible acquisition. The President said that the University has contracted to buy two parcels of land -- one is an open flat parking lot and the other has a General Contractor's Association building on it. These sites are located adjacent to Mitchell Hall. The plan is to build a building for the Elliott School of International Affairs on the parking lot site. The space in this building, he said, would be sufficient to include some 300-400 seat classrooms and smaller classrooms, giving some relief to the crowding problem we now have. On the other site, the Contractor's building will be demolished, and housing for about 200 students will be built since the University is obligated by Zoning to put in housing. This would take the University closer to our goal of providing University housing for as much as 80% of the undergraduate student body. The second piece of this plan, he said, would allow the Law School, using current Elliott School space, to be linked to Stuart Hall and Lisner Hall to address the student-square footage ratios which have long been a source of anguish of the Law School.

ADJOURNMENT

The President then wished everyone a healthy and happy summer, and, upon motion made and seconded, he adjourned the meeting at 3:15 p.m.


Brian Selinsky
Secretary

Committee on Appointment, Salary and Promotion Policies (including Fringe Benefits)

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1998-99 GW *Regular Faculty (Continuing and New)

May 7, 1999, Senate meeting

TABLE 1

| | Professors | | | Assoc Professors | | | Asst Professors | | | *Overall Average Salary | | | % Chg in \$ |
|--|-------------|------------|-------|------------------|-------------|-------|-----------------|------------|--------|-------------------------|------------|-------|----------------|
| | 1997-98 | 1998-99 | % Chg | 1997-98 | 1998-99 | % Chg | 1997-98 | 1998-99 | % Chg | 1997-98 | 1998-99 | % Chg | |
| Arts & Science | 76,685 | 78,530 | 2.4% | 54,696 | 56,502 | 3.3% | 45,511 | 47,956 | 5.4% | 61,213 | 62,797 | 2.6% | 6.0% |
| Education | 73,820 | 75,771 | 2.6% | 51,273 | 55,603 | 8.4% | 45,349 | 47,259 | 4.2% | 60,337 | 61,344 | 1.7% | 9.1% |
| Elliott School | 87,339 | 90,995 | 4.2% | 52,359 | 58,104 | 11.0% | 51,319 | 49,258 | -4.0% | 71,973 | 75,433 | 4.8% | 15.3% |
| Engineering | 93,409 | 96,646 | 3.5% | 72,477 | 74,813 | 3.2% | 63,888 | 66,734 | 4.5% | 85,427 | 89,191 | 4.4% | 1.4% |
| Business & Public Mgt | 88,509 | 93,575 | 5.7% | 73,921 | 76,181 | 3.1% | 64,956 | 68,891 | 6.1% | 77,814 | 81,258 | 4.4% | 7.4% |
| Law School | 133,637 | 139,950 | 4.7% | 92,569 | 94,481 | 2.1% | | | | 118,915 | 121,426 | 2.1% | 5.7% |
| Public Hlth&Hlth Svc | 70,100 | 77,464 | 10.5% | 62,682 | 65,582 | 4.6% | 66,797 | 91,532 | 37.0% | 67,077 | 75,193 | 12.1% | 9.7% |
| Total | 87,205 | 90,139 | 3.4% | 62,501 | 65,355 | 4.6% | 50,771 | 52,665 | 3.7% | 71,553 | 73,781 | 3.1% | 6.3% |
| Total \$ | 27,295,285 | 28,033,264 | 2.7% | 12,875,292 | 14,508,903 | 12.7% | 7,412,493 | 8,057,820 | 8.7% | 47,583,070 | 50,599,987 | 6.3% | |
| Arts & Science | 137 | 137 | 0.0% | 106 | 109 | 2.8% | 91 | 99 | 8.8% | 334 | 345 | 3.3% | |
| Education | 25 | 23 | -8.0% | 19 | 21 | 10.5% | 11 | 15 | 36.4% | 55 | 59 | 7.3% | |
| Elliott School | 17 | 19 | 11.8% | 7 | 8 | 14.3% | 6 | 6 | 0.0% | 30 | 33 | 10.0% | |
| Engineering | 47 | 47 | 0.0% | 14 | 15 | 7.1% | 9 | 6 | -33.3% | 70 | 68 | -2.9% | |
| Business & Public Mgt | 44 | 42 | -4.5% | 35 | 41 | 17.1% | 26 | 25 | -3.8% | 105 | 108 | 2.9% | |
| Subtotal | 270 | 268 | -0.7% | 181 | 194 | 7.2% | 143 | 151 | 5.6% | 594 | 613 | 3.2% | |
| Law School | 34 | 32 | -5.9% | 19 | 22 | 15.8% | | | | 53 | 54 | 1.9% | |
| Public Hlth&Hlth Svc | 9 | 11 | 22.2% | 6 | 6 | 0.0% | 3 | 2 | -33.3% | 18 | 19 | | |
| Total | 313 | 311 | -0.6% | 206 | 222 | 7.8% | 146 | 153 | 4.8% | 665 | 686 | 3.2% | |
| AAUP Percentiles | 1997-98 | 1998-99 | % Chg | 1997-98 | 1998-99 | % Chg | 1997-98 | 1998-99 | % Chg | | | | |
| 90 | 92,670 | 97,138 | 4.8% | 64,610 | 66,670 | 3.2% | 53,330 | 55,449 | 4.0% | | | | |
| 80 | 86,270 | 90,202 | 4.6% | 61,050 | 63,594 | 4.2% | 50,670 | 52,505 | 3.6% | | | | |
| 70 | 82,430 | 85,745 | 4.0% | 58,390 | 61,079 | 4.6% | 48,600 | 50,636 | 4.2% | | | | |
| 60 | 78,930 | 82,051 | 4.0% | 56,230 | 58,854 | 4.7% | 47,360 | 49,139 | 3.8% | | | | |
| 50 | 74,820 | 78,089 | 4.4% | 54,850 | 57,213 | 4.3% | 45,840 | 48,116 | 5.0% | | | | |
| 40 | 72,040 | 74,794 | 3.8% | 53,490 | 55,416 | 3.6% | 44,450 | 46,195 | 3.9% | | | | |
| 30 | 68,430 | 72,304 | 5.7% | 51,440 | 53,298 | 3.6% | 43,080 | 44,842 | 4.1% | | | | |
| 20 | 65,910 | 68,882 | 4.5% | 49,500 | 51,812 | 4.7% | 41,640 | 43,399 | 4.2% | | | | |
| 10 | 61,800 | 64,458 | 4.3% | 47,570 | 49,891 | 4.9% | 40,310 | 41,772 | 3.6% | | | | |
| GWU overall 98/9 | 81.5 | 79.9 | -2.0% | 84.1 | 85.7 | 1.9% | 80.4 | 80.5 | 0.1% | | | | |
| \$ to AAUP 80th | (\$292,655) | \$19,593 | | (\$298,908) | (\$390,942) | | (\$14,746) | (\$24,480) | | | | | |
| Excludes instructors and clinical law faculty. | | | | | | | | | | | | | |

R 4/16/99 with actual 1998/99 AAUP percentiles.

[a151.1192]

1998-99 GW *Regular Faculty (Continuing and New)

TABLE 1

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| Education | 73,820 | 75,771 | 2.6% | 51,273 | 55,603 | 8.4% | 45,349 | 47,259 | 4.2% | 60,337 | 61,344 | 1.7% | 9.1% |
| Elliott School | 87,339 | 90,995 | 4.2% | 52,359 | 58,104 | 11.0% | 51,319 | 49,258 | -4.0% | 71,973 | 75,433 | 4.8% | 15.3% |
| Engineering | 93,409 | 96,646 | 3.5% | 72,477 | 74,813 | 3.2% | 63,888 | 66,734 | 4.5% | 85,427 | 89,191 | 4.4% | 1.4% |
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| 10 | 61,800 | 64,458 | 4.3% | 47,570 | 49,891 | 4.9% | 40,310 | 41,772 | 3.6% | | | | |
| GWU overall 98/9 | 81.5 | 79.9 | -2.0% | 84.1 | 85.7 | 1.9% | 80.4 | 80.5 | 0.1% | | | | |
| \$ to AAUP 80th | (\$292,655) | \$19,593 | | (\$298,906) | (\$390,942) | | (\$14,746) | (\$24,480) | | | | | |

* Excludes instructors and clinical law faculty.

*R 4/16/99 with actual 1998/99 AAUP percentiles.

[a151.1192]

AAUP FACULTY SALARY AVERAGES for MARKET BASKET SCHOOLS

(Ordered by 1998-99 overall average)

[11,144]

TABLE 3

IR 4/16/99

| | Professors | | | Assoc Professors | | | Asst Professors | | | Composite | | | % Chg in \$ |
|--------------------------|------------|-----------|-------|------------------|-----------|-------|-----------------|---------------------------|-------|-----------|-----------|-------|-------------|
| | 1997-98 | 1998-99 | % Chg | 1997-98 | 1998-99 | % Chg | 1997-98 | 1998-99 | % Chg | 1997-98 | 1998-99 | % Chg | |
| NEW YORK UNIVERSITY | 106,400 | 110,000 | 3.4% | 68,400 | 71,700 | 4.8% | 57,200 | 61,000 | 6.6% | 84,378 | 88,245 | 4.6% | 6.0% |
| NORTHWESTERN UNIV | 101,400 | 106,600 | 5.1% | 67,400 | 70,800 | 5.0% | 58,500 | 59,800 | 2.2% | 83,354 | 87,357 | 4.8% | 9.2% |
| UNIV of SOUTHERN CAL | 91,800 | 95,100 | 3.6% | 63,500 | 67,000 | 5.5% | 55,900 | 57,800 | 3.4% | 74,966 | 78,335 | 4.5% | 4.8% |
| WASHINGTON UNIVERSITY | 91,000 | 95,100 | 4.5% | 59,300 | 61,700 | 4.0% | 55,200 | 60,200 | 9.1% | 73,357 | 77,889 | 6.2% | 3.9% |
| VANDERBILT UNIV | 93,200 | 96,800 | 3.9% | 61,700 | 63,300 | 2.6% | 48,700 | 51,100 | 4.9% | 74,212 | 76,256 | 2.8% | 2.4% |
| EMORY UNIVERSITY | 96,400 | 99,900 | 3.6% | 63,100 | 65,800 | 4.3% | 51,400 | 52,800 | 2.7% | 72,616 | 75,601 | 4.1% | 5.4% |
| GEORGETOWN UNIV | 99,000 | 100,300 | 1.3% | 61,900 | 63,100 | 1.9% | 48,000 | 50,200 | 4.6% | 72,538 | 74,126 | 2.2% | 3.6% |
| *** GW*** | 87,200 | 90,100 | 3.3% | 62,500 | 65,400 | 4.6% | 50,800 | 52,700 | 3.7% | 71,557 | 73,765 | 3.1% | 6.3% |
| UNIVERSITY of MIAMI | 80,300 | 83,900 | 4.5% | 55,500 | 57,000 | 2.7% | 47,900 | 49,600 | 3.5% | 66,278 | 69,390 | 4.7% | 1.0% |
| TUFTS UNIVERSITY | 83,400 | 85,700 | 2.8% | 62,600 | 63,100 | 0.8% | 48,300 | 48,500 | 0.4% | 67,034 | 68,060 | 1.5% | 2.7% |
| SO METHODIST UNIV | 83,800 | 87,100 | 3.9% | 56,300 | 57,900 | 2.8% | 49,100 | 52,300 | 6.5% | 64,435 | 67,725 | 5.1% | 1.9% |
| AMERICAN UNIVERSITY | 85,500 | 87,700 | 2.6% | 58,600 | 59,400 | 1.4% | 46,000 | 48,100 | 4.6% | 64,768 | 66,572 | 2.8% | 2.5% |
| TULANE UNIVERSITY | 85,400 | 83,500 | -2.2% | 56,700 | 55,400 | -2.3% | 48,300 | 52,700 | 9.1% | 65,955 | 66,507 | 0.8% | 12.5% |
| *** GW*** | 87,200 | 90,100 | 3.3% | 62,500 | 65,400 | 4.6% | 50,800 | 52,700 | 3.7% | 71,557 | 73,765 | 3.09% | 6.34% |
| AAUP 80th percentile | 86,270 | 90,202 | 4.6% | 61,050 | 63,594 | 4.2% | 50,670 | 52,505 | 3.6% | | | | |
| \$ to AAUP 80th | (291,090) | 31,722 | + | (298,700) | (400,932) | + | (18,980) | (29,835) | = | (608,770) | (399,045) | | |
| -n to AAUP 80th | 3 | 0 | | 5 | 6 | | 0 | 1 | = | 8 | 7 | | |
| MARKET BASKET DATA | | | | | | | | | | | | | |
| MEAN of the schools# | 91,467 | 94,308 | 3.1% | 61,250 | 63,017 | 2.9% | 51,208 | 53,675 | 4.8% | 71,991 | 74,672 | 3.7% | |
| \$ to Market Basket Mean | 1,335,571 | 1,308,688 | | (257,500) | (529,026) | | 59,568 | 149,175 | | 288,615 | 621,992 | | |
| | | | | | | | | sum of the \$ per rank = | | 1,137,639 | 928,837 | | |
| -n to Market Basket Mean | (15) | (14) | | 4 | 8 | | (1) | (3) | | (4) | (8) | | |
| | | | | | | | | sum of the (n) per rank = | | (12) | (9) | | |
| MEDIAN of the schools# | 91,400 | 95,100 | 4.0% | 61,800 | 63,100 | 2.1% | 48,900 | 52,500 | 7.4% | 72,577 | 74,864 | 3.2% | |
| \$ to MB Median | 1,314,600 | 1,555,000 | | (144,200) | (510,600) | | (277,400) | (30,600) | | 678,300 | 753,914 | | |
| | | | | | | | | sum of the \$ per rank = | | 893,000 | 1,013,800 | | |
| -n to MB Median | (14) | (16) | | 2 | 8 | | 6 | 1 | | (9) | (10) | | |
| | | | | | | | | sum of the (n) per rank = | | (6) | (7) | | |
| Other Local Schools | | | | | | | | | | | | | |
| GEORGE MASON UNIV | 82,100 | 88,800 | 8.2% | 57,200 | 60,200 | 5.2% | 43,700 | 45,900 | 5.0% | 63,678 | 67,514 | 6.0% | 7.7% |
| UNIVERSITY of MARYLAND | 81,000 | 83,400 | 3.0% | 56,100 | 58,900 | 5.0% | 49,300 | 53,200 | 7.9% | 67,652 | 69,819 | 3.2% | -6.4% |

* Excludes Boston University and Duke University since they did not supply data to AAUP.

***GWU data are the same as in the report by GW Schools, but have been rounded to the nearest 100 for consistency with other AAUP data.

excludes GW.

MARKET BASKET SCHOOLS

IR 4/19/9

| | 1997-98 | Professors 1998-99 | % Chg | Assoc 1997-98 | Professors 1998-99 | % Chg | Asst 1997-98 | Professors 1998-99 | % Chg | TABLE 4 1997-98 | *Overall 1998-99 | % Chg |
|------------------------|------------|-----------------------|---------|------------------|-----------------------|---------|-----------------|-----------------------|---------|--------------------|---------------------|---------|
| SALARY TOTAL \$ OUTLAY | | | | | | | | | | | | |
| American Univ | 13,680,000 | 14,295,100 | 4.5% | 7,442,200 | 6,949,800 | -6.6% | 6,210,000 | 6,782,100 | 9.2% | 27,332,200 | 28,027,000 | 2.5% |
| Boston Univ | NA | NA | | NA | NA | | NA | NA | | NA | NA | |
| Duke Univ | 34,507,800 | NA | -100.0% | 11,054,400 | NA | -100.0% | 8,525,100 | NA | -100.0% | 54,087,300 | NA | -100.0% |
| Emory Univ | 21,593,600 | 22,977,000 | 6.4% | 12,115,200 | 13,028,400 | 7.5% | 8,481,000 | 8,448,000 | -0.4% | 42,189,800 | 44,453,400 | 5.4% |
| *** GWU *** | 27,293,600 | 28,021,100 | 2.7% | 12,875,000 | 14,518,800 | 12.6% | 7,416,800 | 8,063,100 | 8.7% | 47,585,400 | 50,603,000 | 6.3% |
| Georgetown | 23,364,000 | 24,072,000 | 3.0% | 11,637,200 | 11,989,000 | 3.0% | 8,304,000 | 8,785,000 | 5.8% | 43,305,200 | 44,846,000 | 3.6% |
| NYU | 63,414,400 | 67,870,000 | 7.0% | 26,402,400 | 26,529,000 | 0.5% | 14,643,200 | 16,348,000 | 11.6% | 104,460,000 | 110,747,000 | 6.0% |
| Northwestern | 47,556,600 | 52,234,000 | 9.8% | 13,075,600 | 14,868,000 | 13.7% | 12,636,000 | 12,916,800 | 2.2% | 73,268,200 | 80,018,800 | 9.2% |
| SMU | 13,994,600 | 14,719,900 | 5.2% | 9,008,000 | 9,206,100 | 2.2% | 6,186,600 | 5,805,300 | -6.2% | 29,189,200 | 29,731,300 | 1.9% |
| Tufts Univ | 13,510,800 | 13,626,300 | 0.9% | 10,454,200 | 11,294,900 | 8.0% | 4,928,600 | 4,753,000 | -3.5% | 28,891,600 | 29,674,200 | 2.7% |
| Tulane Univ | 13,407,800 | 15,447,500 | 15.2% | 7,994,700 | 8,587,000 | 7.4% | 4,781,700 | 5,428,100 | 13.5% | 26,184,200 | 29,462,600 | 12.5% |
| Univ of Miami | 24,893,000 | 25,841,200 | 3.8% | 10,933,500 | 11,001,000 | 0.6% | 5,795,900 | 5,208,000 | -10.1% | 41,622,400 | 42,050,200 | 1.0% |
| USC | 47,277,000 | 50,307,900 | 6.4% | 22,669,500 | 23,048,000 | 1.7% | 13,416,000 | 13,987,600 | 4.3% | 83,362,500 | 87,343,500 | 4.8% |
| Vanderbilt | 28,053,200 | 27,884,800 | -1.3% | 9,563,500 | 10,761,000 | 12.5% | 7,207,600 | 7,460,600 | 3.5% | 44,824,300 | 45,906,400 | 2.4% |
| Washington Univ | 26,117,000 | 27,769,200 | 6.3% | 9,488,000 | 9,378,400 | -1.2% | 8,556,000 | 8,729,000 | 2.0% | 44,161,000 | 45,876,600 | 3.9% |

| | FTE Students | Endowment Market Value (000) | Rank | Endowment per FTE Student | FY99 Faculty Salary\$ per FY98 Endow |
|-----------------|-----------------|------------------------------------|------|---------------------------------|--|
| American Univ | 8,761 | 105,466 | 15 | 12,038 | 0.266 |
| Boston Univ | 23,036 | 560,661 | 14 | 24,338 | NA |
| Duke Univ | 11,170 | 1,359,992 | 5 | 121,754 | NA |
| Emory Univ | 10,025 | 5,104,801 | 1 | 509,207 | 0.009 |
| *** GWU *** | 15,128 | 609,387 | 11 | 40,282 | 0.083 |
| Georgetown | 12,193 | 624,980 | 9 | 51,257 | 0.072 |
| NYU | 25,083 | 950,900 | 12 | 37,910 | 0.116 |
| Northwestern | 15,059 | 2,397,715 | 3 | 159,221 | 0.033 |
| SMU | 7,868 | 770,681 | 6 | 97,951 | 0.039 |
| Tufts Univ | 8,399 | 441,792 | 8 | 52,601 | 0.067 |
| Tulane Univ | 10,119 | 502,948 | 10 | 49,703 | 0.059 |
| Univ of Miami | 12,765 | 417,809 | 13 | 32,731 | 0.101 |
| USC | 24,760 | 1,432,786 | 7 | 57,867 | 0.061 |
| Vanderbilt | 9,823 | 1,539,242 | 4 | 156,698 | 0.030 |
| Washington Univ | 9,958 | 3,445,743 | 2 | 346,028 | 0.013 |

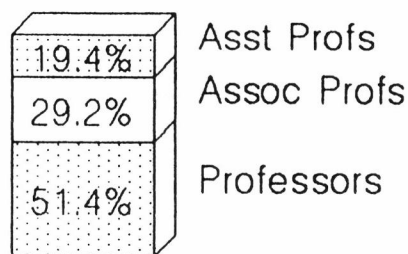
Carnegie
Classification
Doctoral I
Research I
Research I
Research I
Research II
Research I
Research I
Research I
Doctoral I
Research I
Research II
Research I
Research I
Research I

Above data based on 1998 NACUBO Endowment Study.

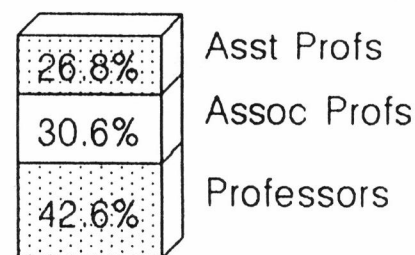
| NUMBER OF FACULTY | 1997-98 | Professors 1998-99 | % Chg | Assoc 1997-98 | Professors 1998-99 | % Chg | Asst 1997-98 | Professors 1998-99 | % Chg | 1997-98 | *Overall 1998-99 | % Chg |
|-------------------|---------|-----------------------|-------|------------------|-----------------------|-------|-----------------|-----------------------|--------|---------|---------------------|-------|
| American Univ | 160 | 163 | 1.9% | 127 | 117 | -7.9% | 135 | 141 | 4.4% | 422 | 421 | -0.2% |
| Boston Univ | NA | NA | - | NA | NA | - | NA | NA | - | NA | NA | - |
| Duke Univ | 342 | NA | - | 168 | NA | - | 157 | NA | - | 667 | NA | - |
| Emory Univ | 224 | 230 | 2.7% | 192 | 198 | 3.1% | 165 | 160 | -3.0% | 581 | 588 | 1.2% |
| *** GWU *** | 313 | 311 | -0.6% | 206 | 222 | 7.8% | 146 | 153 | 4.8% | 665 | 686 | 3.2% |
| Georgetown | 236 | 240 | 1.7% | 188 | 190 | 1.1% | 173 | 175 | 1.2% | 597 | 605 | 1.3% |
| NYU | 596 | 617 | 3.5% | 386 | 370 | -4.1% | 256 | 268 | 4.7% | 1238 | 1255 | 1.4% |
| Northwestern | 469 | 490 | 4.5% | 194 | 210 | 8.2% | 216 | 216 | 0.0% | 879 | 916 | 4.2% |
| SMU | 167 | 169 | 1.2% | 160 | 159 | -0.6% | 126 | 111 | -11.9% | 453 | 439 | -3.1% |
| Tufts Univ | 162 | 159 | -1.9% | 167 | 179 | 7.2% | 102 | 98 | -3.9% | 431 | 436 | 1.2% |
| Tulane Univ | 157 | 185 | 17.8% | 141 | 155 | 9.9% | 99 | 103 | 4.0% | 397 | 443 | 11.6% |
| Univ of Miami | 310 | 308 | -0.6% | 197 | 193 | -2.0% | 121 | 105 | -13.2% | 628 | 606 | -3.5% |
| USC | 515 | 529 | 2.7% | 357 | 344 | -3.6% | 240 | 242 | 0.8% | 1112 | 1115 | 0.3% |
| Vanderbilt | 301 | 286 | -5.0% | 155 | 170 | 9.7% | 148 | 146 | -1.4% | 604 | 602 | -0.3% |
| Washington Univ | 287 | 292 | 1.7% | 160 | 152 | -5.0% | 155 | 145 | -6.5% | 602 | 589 | -2.2% |

* Excludes Instructors
[ba1 br62]

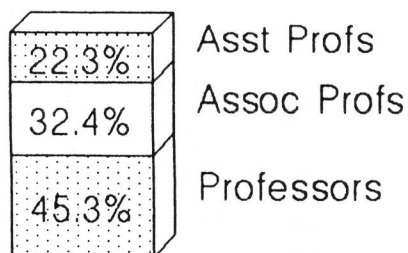
Distribution of Faculty by Rank



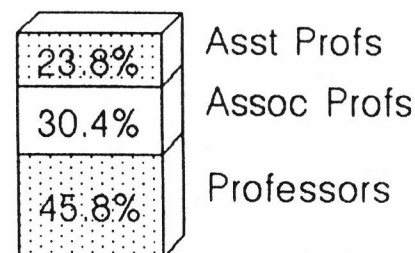
GW 1988



Market Basket Mean

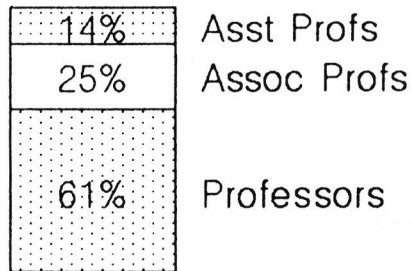


GW 1998

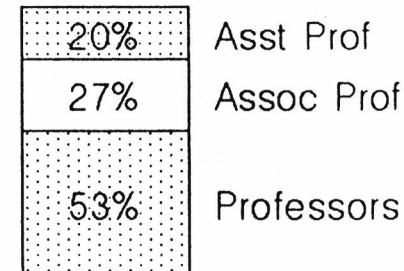


Market Basket Mean

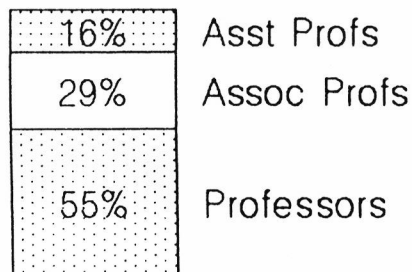
Distribution of Faculty Salary Money by Rank



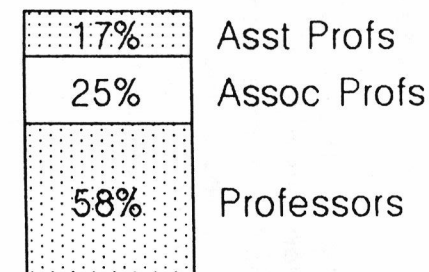
GW 1988



Market Basket



GW 1998



Market Basket

1998-99

Annual Report

Appointment, Salary (including benefits, Promotion Policy Committee

1. The Committee met once a month during the academic year and dealt with issues that continue to be of interest to the faculty.
2. After a report by the Director of Summer Sessions and considerable discussion by members of the Committee, it was recommended that the salary cap applied to summer classes be applied only to a second course. It was agreed by the Director and the Academic Vice President that the savings from the 13 faculty members affected was minimal. This policy will be put into effect as soon as practicable.
3. The Annual Reports on Faculty Salaries and Administrative Compensation were compiled and submitted to the Senate.
4. Upon request of a faculty member about domestic partner benefits, the Committee initiated a discussion with the Academic Vice President and the Vice President for Administrative Services about the status of such benefits. The two Vice Presidents agreed they would investigate and report to the Committee in the Fall.
5. A subcommittee on Faculty Salaries and Productivity was formed.

For the Committee


John G. Boswell, Chair

03/06/1999 10:01 2025070100

**Annual Report of
Faculty Senate Committee on Faculty Development and Support
(1998-99)**

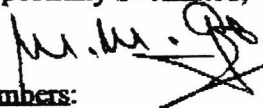
The Committee on Faculty Development and Support met twice this year. The matters considered by the Committee are summarized below.

The Committee is charged with maintaining the "University-wide oversight of all issues related to campus climate, recruitment, appointment, retention and promotion of women and minority faculty" in accordance with the "Action Plan to Improve the Collegial Climate: Making The George Washington University a Model of Cultural Diversity" adopted by the University in 1993, published in March 1994 issue of *By George*, and published online by the committee Chair at <http://gwis2.circ.gwu.edu/~mmg/actionplan.htm>. In order to provide a continuing dialogue with the University community, we appointed Professor Valentina Harizanov as a liaison to the University Committee on Women Faculty and Librarians (WFLC). We reviewed the annual report "Recruitment and Retention of Women faculty and Faculty of Color" presented by VPAA Lehman to the Faculty Senate on March 12, 1999 and heard from AVP Annie Wooldridge at our March 25 meeting. The consensus was that the University is on the right path though the Schools and Departments need to make more efforts to improve the campus climate. All schools have now implemented, or enhanced, faculty mentoring programs and the central administration continues to encourage the search committees on diversity. WFLC developed and implemented a Campus Climate survey and presented its report at a campus event in April 1998. This committee has made a number of recommendations in a report to VPAA. The University continue to monitor salary equity issues campus wide. In the past year, 4 cases came to attention of which in three cases the salary gaps were able to be explained and in one case the discrepancy was corrected.

We considered the need for programs to assist the faculty in developing their expertise in distance learning. Many faculty members across the university offer, or wish to offer, courses based on internet and other media. We invited Bill Lynch and Bill Koffenberger to our March meeting and had a good interchange on the proposed initiatives: four internet based courses being offered for the first time this summer; forming of a distance learning users group, and a faculty development summer initiative. There was discussion about the faculty compensation, and the issues of intellectual property in conjunction with the internet based courses. We also obtained an orientation to the Instructional Technology Laboratory and discovered that ITL is planning to have many workshops and seminars this summer.

At our March meeting, we also discussed the proposed user fees for the Wellness Center and agreed that the imposition of any fees would be counterproductive to the health and wellness of the faculty.

Respectfully Submitted,


Members:

Murli M. Gupta, Chair
Valentina Harizanov
Brian J. Maguire
Bernard Mergen
Wayne C. Miller
Thomas J. Nagy
Philip N. Reeves
E. Arthur Robinson
George Steiner

ex officio:

Walter M. Bortz
Robert J. Harrington
Maira Liriano
Craig Linebaugh
David Nutty
Thomas Rogers

FACULTY SENATE
UNIVERSITY AND URBAN AFFAIRS—ANNUAL REPORT
5/99

The University and Urban Affairs Committee (UAUA) met eight times during the academic year and will continue meeting, more informally, over the summer months.

The major undertaking of the Committee has been movement toward finally tracking the vast amount of activity related to community and/or volunteer service on GW's campus.

Efforts have included:

- Working luncheons
- Extensive survey to all academic deans
- Dialogue about a viable web page that, when properly and professionally maintained, would allow one to verify what community and/or volunteer service is occurring in any given week.

Members of the UAUA Committee are: Laura Birou, Melvin Brock, Walter Brown, Bernard Demczuk, Judith Green, Francine Henderson, Louis Katz, Jeff Marootian, Amiko Matsumoto, Honey Nashman, Susan M. Phillips, Kathleen Steeves, Stuart Umpleby, Ronald Willis, Arthur E. Wilmarth, Jr., and Yvonne Captain, Chair

Respectfully submitted by Yvonne Captain, Committee Chair and Associate Professor of Spanish

**COMMITTEE ON PROFESSIONAL ETHICS AND ACADEMIC FREEDOM
of the Faculty Senate**

ANNUAL REPORT: 1998-99

May 7, 1999

The Committee on Professional Ethics and Academic Freedom (PEAF) started this year's term with a heavy agenda of four weighty issues. The Committee met eight times during the year. It concluded work on two important matters, sending resolutions to the Senate which were approved. But for different reasons we were unable to finish work on two others, which will be held over as continuing business for next year's Committee.

As part of its initial agenda, the PEAFF Committee established a subcommittee (Professors G. Johnston, W. Kahn, J. McDonald, and C. Harrison, Chair; S. Mulkern, CGO ex off.) to conclude a review (begun the year before) of the "Interim Policy and Procedures Concerning Sexual Harassment Complaints". The subcommittee recommended certain revisions in the Interim Policy and Procedures and a divided PEAFF Committee amended the document further before sending it forward for Senate consideration in December. (Upon Committee approval of an amendment she strenuously opposed, Prof. Harrison resigned as chair of the subcommittee and from the Committee.) Resolution 98/5 proposed that the Senate endorse the Interim Policy and Procedures after the recommended changes were made to both. Although there had been substantial agreement by the Committee on the bulk of the document, a Minority Report and proposed changes in language on contested points were offered to the Senate, with Prof. Harrison addressing the Senate on behalf of Professors Griffith and McDonald. Prof. D. Robinson was given the floor to defend the majority view of the Committee. After further amending the documents, and accepting a proposal to establish an independent Task Force to further review the Policy and Procedures, the Faculty Senate approved Resolution 98/5 and the documents as amended on Dec. 11, 1998. [NOTE: Although the PEAFF Committee had been pressed to conclude its review and got its recommendations to the Senate as requested by its December meeting, the Committee has yet to be informed whether the recommendations of the Senate have been accepted in whole or in part, nor have we been made aware of any revised Interim Policy and Procedures being issued.]

Early in its term the Committee also took up a request by the Administration to reconsider the previous year's resolution on "Tenure by Default". Resolution 97/8 had been approved by the Faculty Senate in January 1998, but President Trachtenberg only "agreed in principle" while asking for consideration of "clarifying language proposed by the Board of Trustees" before the Board would give its final approval. In Resolution 97/8 the PEAFF Committee and the Faculty Senate had recommended that the Faculty Code be modified to provide that, before tenure could be awarded "by default" due to a failure of timely notice, a one-year extension of the

candidate's contract would be provided to allow full consideration on the merits to come to closure.

The Administration objected that this revised Code language still allowed the possibility of tenure being awarded without an affirmative judgment of merit. In its original submission to the Committee, the Administration appeared to be asking that the Code be further modified in ways our subcommittee (J.Lobuts, J. Stephanic, D. Robinson, Chair; W. Howard, GCO, ex off.) and the PEAf Committee found unacceptable. In response the PEAf Committee forwarded to the Senate "A Resolution Opposing Making the Vice President for Academic Affairs' Notice of Denial of Tenure Final Action of the University (Although Subject to Appeal)" (98/6). At this point the Administration withdrew from its position, and further negotiations ensued. With an agreement in prospect, the Chair was instructed by the Committee to move to table the above Resolution when it came to the floor at the December Senate meeting, with a promise to offer a substitute resolution at the January meeting. Resolution 98/7, "A Resolution on Tenure by Default", in a form incorporating the Committee's last-minute improvements, substituted on the floor of the Senate at its (rescheduled) meeting on February 5, 1999, was then approved by the Senate and sent forward to the President for review by the Trustees at their February meeting.

On a third matter carried over from last year, a subcommittee (D. Johnson, D. Robinson, G. Johnston, Chair; B. Weston and W. Howard, ex off.) continued a review of the changes to Faculty Grievance Procedures recommended to the Senate by a Special Committee chaired by Prof. Cheh. The subcommittee made great progress and readied a final recommendation to the full Committee, but the failure to achieve a quorum frustrated two successive attempts to meet. By this Report we make this matter **continuing business** for next year's PEAf Committee and hope that action may be concluded swiftly in the new term.

On a fourth issue referred by the Executive Committee, the Committee established a subcommittee (D. Goodenough, R. Harrington, G. Simon, K. Darr, Chair) to review a set of proposals drafted by University Counsel's Office to reconcile the Faculty Code and some practices and perceived needs in the Medical Center which appear to conflict. The subcommittee generally agreed with the recommendations of the Counsel's Office; but it determined that the key to proposing new Code language adequate to resolve the problems lay in making a clear distinction between (roughly) "clinical faculty", who would be exempted from certain Code requirements, and "non-clinical" faculty in both SMHS and SPHHS who should continue to be covered. However, despite extensive discussions between the Darr subcommittee and Medical Center administrators, a satisfactory resolution of this problem has proved elusive. So this matter is also being made **continuing business** for next year's committee.

Other matters listed as continuing business from previous terms were not considered high enough priority by the Committee to be made continuing business for next year.

The Committee thanks ex officio members William Howard, Deputy General Counsel of the University; Craig Linebaugh, Associate Academic Vice President; Beth Weston, Gelman Library; and Philip Wirtz, liaison for the Executive Committee, for their assistance to the Committee. The Chair takes this opportunity to express his appreciation to Members of the Committee for their good cooperation through the year, and thanks Ms. Anna Goldstein, Exec. Aide to the Philosophy Department, for her assistance as well.

Respectfully submitted,

William B. Griffith, Chair (CSAS)

MEMBERS OF THE COMMITTEE:

Kurt Darr, SPHHS
David Goodenough, SMHS
Robert Harrington, SEAS
Diana Johnson, CSAS
Gerald Johnston, Law
Walter Kahn, SEAS
John Lobuts, SBPM
Jane McDonald, SEHD
Howard Pierpont, SMHS (emeritus)
David Robinson, Jr., Law
Gary Simon, SMHS
Jeffrey Stephanic, CSAS

EX OFFICIO MEMBERS:

William Howard, Gen. Counsel's Office
Lester Lefton, Dean, CSAS
Philip Wirtz, Exec. Cte Liaison
Craig Linebaugh, Academic Affairs
Beth Weston, Gelman Library
Michael Young, Dean, Law School

Athletics & Recreation Committee GWU Senate

May 21, 1999

To: Executive Committee,
GWU Faculty Senate

From: David Silber, former Chair
Athletics & Recreation Committee

Re: End-of-Year report.

The Athletics & Recreation Committee met five times during the 1998-1999 academic year. The two main topics of discussion included the proposed Wellness Center, and the NCAA Certification Visit.

With regard to the Wellness Center, the Athletics & Recreation Committee forwards the enclosed Resolution to be discussed by the Faculty Senate.

The NCAA Certification visit encompassed the entire University community. Many of the A & R Committee's members served on subcommittees relating to the certification visit. The Committee looks forward to the creation of the new Athletics' Council, and assumes that the Senate may want to re-examine the mandate of the Athletics & Recreation Committee in light of the new Council.

David E. Silber, Chair
Patrick McHugh
Don Paup,
Paul Poppen
Joan Regnell
David Rowley
Patricia Sullivan
Charles Toftoy
Catherine Turley

Athletics & Recreation Committee

GWU Senate

April 9, 1999

WHEREAS the use of athletic and recreational equipment at The George Washington University has been a cost-free privilege of faculty since the 1930s and

WHEREAS the continuing high morale of the faculty, and the need to recruit superior faculty are of utmost importance to this University, and

WHEREAS the administration strives to enhance faculty-student interaction in all arenas of the University's life and the imposition of fees on faculty for use of the new Wellness Center will discourage the use of these facilities and encourage faculty to use facilities away from the campus, and

WHEREAS the Faculty Handbook (December, 1992) specifically grants to faculty the use of athletic facilities in the Smith Center when not being used for other University-sponsored activities, and

WHEREAS other universities in the area grant their faculty use of their athletic and health facilities either without cost or at a very nominal fee,

THEREFORE be it resolved that the George Washington University Senate endorses the continuation of the current policy of no user fees with regard to the use of the Wellness Center (when it is put into service). This reflects the spirit, if not the exact wording, of the current Faculty Handbook. Be it further resolved that, if budgetary considerations make clear that there is a definite need for faculty user fees, then those fees be based on a per/use basis, that they be as modest as possible, and that they be instituted only after some period of trial use on the part of the faculty.

It is further resolved that the Senate endorses a policy that would, in the event user fees are imposed, exempt newly-hired faculty from all user fees for a period of two years, and would allow continuing faculty a three-time per semester exemption from user fees.

THE JOINT COMMITTEE OF FACULTY AND STUDENTS

Report to the Faculty Senate, May 7, 1999

During the 1998-99 academic year, the Joint Committee (or JCFS) met 9 times; several subcommittees held additional meetings.

A resolution originating in last year's JCFS regarding a clarification of the Z grade came before the Faculty Senate and was approved early in the fall semester.

Three issues dominated our discussions this year:

1. Modification of the University's *Code of Student Conduct* regarding rape and sexual assault;
2. Amelioration of policies governing Continuous Research registration fees which adversely affected some Graduate Teaching Assistants in CSAS;
3. Cybercheating.

The JCFS has submitted a resolution on the first matter to the Executive Committee, which has sought the advice of University Counsel.

The JCFS helped engineer a revision of CSAS administrative policies which assisted most of the affected graduate students facing Continuous Research fees.

After several consultations, the JCFS concluded that while cybercheating is obviously a potential threat to academic integrity, so far the University's mechanisms appear adequate to deal with the problem. It is important, however, that faculty members teach and prepare paper topics and examinations in ways which would thwart cheating of all kinds.

Additional matters discussed by the JCFS included defining "satisfactory academic progress," assisting student athletes whose end-of-semester academic workload appeared to conflict with team competitions, and the question of appropriate class size. Of these topics, only the latter could still be said to be a live issue in the Committee's eyes.

The JCFS assisted the Student Association in editing text for student academic evaluations of classes, and supervised the process of the GW Awards.

Submitted for the JCFS by  David McAleavey, Faculty Co-Chair

Committee Members:

Student Co-Chair: Adam Siple

Faculty: J. Artz, S. Beck, M. Doroslovacki, J. Regnell, B. Sabelli

Students: L. Giamela, C. Potter, E. Roberto, J. Rodeback, A. Sayegh, G. Schuman, J. Strauss

Ex officio: A. Beaulieu, C. Beil, M. Carney, R. Chernak, L. Donnells, M. Gargano, N.

Khatcheressian, M. Walker, R. Wilson

**A TRIBUTE TO NEOFYTOS THEODORE TSANGARIS
PROFESSOR OF SURGERY**

Dr. Neofytos Tsangaris began his career at The George Washington University Medical Center in the late 1950's. A graduate of the Medical School in 1956, he completed a surgical internship at GW in 1957 and his surgical residency training in 1961. After he served in the military, he returned to practice general surgery in 1963 as a full time attending in the Department of Surgery. He began his academic career at GW as an Instructor in surgery and rose to the rank of Vice-Chairman of the Department of Surgery where he has remained since 1983.

Dr. Tsangaris has assumed a number of important administrative positions at the University, including Director of the Surgical Residency Program, Director of Medical Student Education in Surgery, and Interim Chairman of the Department of Surgery. He has been on every conceivable committee in both the Medical Faculty Associates and the Medical Center.

Dr. Tsangaris is also noted for his dedicated, long-term service to education and patient care. He is a much beloved and recognized teacher and mentor who was proud to transmit both techniques and ideals to residents and medical students. He taught that surgery was not only a discipline but also an art. His quiet, thoughtful, and compassionate treatment of his patients was observed and noted by countless students and residents.

Dr. Tsangaris served two sessions (1973-74 and 1974-75) on the Faculty Senate and was a member of the Educational Policy Committee. We take this opportunity to demonstrate our deep esteem and admiration.

**Linda L. Gallo
Professor of Biochemistry
and Molecular Biology**

(Read into the record at the Faculty Senate Meeting, May 7, 1999)

**REPORT OF THE EXECUTIVE COMMITTEE
MAY 7, 1999
PROFESSOR LILIEN F. ROBINSON, CHAIR**

I would like to welcome the new members of the Senate. I look forward to working with all of you. I would also like to thank President Trachtenberg for providing refreshments for this, the first meeting of the new session.

On behalf of the Executive Committee, I have the following brief report:

1. RESOLUTIONS

The Faculty Senate acted upon eight resolutions during the 1998-99 Session. These resolutions have been forwarded to the President for his response. When received, the responses will be distributed with the Senate agenda.

2. ANNUAL REPORTS

Chairs of Senate Standing Committees for the 1998-99 Session who have not yet submitted Annual Reports of their respective Committees are asked to do so for distribution with the minutes of today's meeting. The Executive Committee urges the new Committees to begin their work as soon as possible and hopefully by the beginning of the Fall Semester. Mission Statements for each Committee will be sent to Committee Chairs from the Senate Office in due course. It would also be highly advisable that outgoing chairs meet with new chairs to discuss pending matters and to transmit committee files.

3. OTHER SENATE MATTERS

A Resolution to Strengthen the University's Rape and Sexual Assault Policy was received by the Executive Committee from the Joint Committee of Faculty and Students. This resolution would recommend amending definitions of prohibited conduct under the Code of Student Conduct. Before bringing this resolution to you, the Executive Committee actually forwarded it to University Counsel for review and advice on the legal aspects of the proposed definitions.

The Co-Chairs of the Ad Hoc Committee to Review Interim Policy and Procedures Governing Sexual Harassment Complaints have begun their work. I am hopeful that we will be receiving a progress report during the Fall Semester.

The Executive Committee also anticipates that a resolution from the Professional Ethics and Academic Freedom Committee recommending changes in the faculty grievance procedures will come before the Senate this fall.

In closing, I wish to extend my best wishes to the Senate members for a healthy and productive summer. The next regular Senate meeting is scheduled for September 10, 1999.

Thank you.

5/7/99)

FACULTY SENATE COMMITTEES
1999-00 Session

STANDING COMMITTEE CHAIRS*
1999-2000

EXEC. CTE.
LIAISON

- | | |
|---|------------|
| 1. ADMINISTRATIVE MATTERS AS THEY AFFECT THE FACULTY Chair, Professor Hugh L. Agnew | Gallo |
| 2. ADMISSIONS POLICY, STUDENT FINANCIAL AID, AND ENROLLMENT MANAGEMENT Chair, Professor Thomas J. Nagy | Harrington |
| 3. APPOINTMENT, SALARY, AND PROMOTION POLICIES Chair, Professor John G. Boswell | Boswell |
| 4. ATHLETICS AND RECREATION Chair, Professor Bernard M. Mergen | Granger |
| 5. EDUCATIONAL POLICY Chair, Professor Paul B. Duff | Pelzman |
| 6. FACULTY DEVELOPMENT AND SUPPORT Chair, Professor Edward D. Berkowitz | Harrington |
| 7. FISCAL PLANNING AND BUDGETING Chair, Professor William B. Griffith (Fall '99) Professor Debra Sheldon (Spring '00) | Pelzman |
| 8. HONORS AND ACADEMIC CONVOCATIONS Chair, Professor Michael S. Castleberry | Granger |
| 9. LIBRARIES Chair, Professor Carol H. Hoare | Wilmarth |
| 10. PHYSICAL FACILITIES Chair, Professor Gary L. Simon | Boswell |
| 11. PROFESSIONAL ETHICS AND ACADEMIC FREEDOM Chair, Professor Robert J. Harrington | Robinson |
| 12. RESEARCH Chair, Professor Muhammad I. Haque | Gallo |
| 13. UNIVERSITY AND URBAN AFFAIRS Chair, Professor Yvonne Captain | Wilmarth |
| 14. JOINT COMMITTEE OF FACULTY AND STUDENTS Co-Chair, Professor David W. McAleavey | Robinson |

MEMBERS OF THE FACULTY SENATE COMMITTEES
1999-00 Session

Executive Committee

| | | |
|-----------------|---|--------|
| Smith A101A | Lilien F. Robinson (CSAS), Chair | 4-7094 |
| 2134 G St. #201 | John G. Boswell (GSEHD) | 4-7117 |
| Ross 538 | Linda L. Gallo (SMHS) | 4-3521 |
| Mon 401B | Mary J. Granger (SBPM) | 4-7159 |
| Phillips 609 | Robert J. Harrington (SEAS) | 4-3158 |
| Stuart 401S | Joseph Pelzman (ESIA) | 4-7108 |
| LLibr B303C | Arthur E. Wilmarth, Jr. (GWLS) | 4-6386 |
| Rice 8th Flr | Stephen J. Trachtenberg, President, <u>ex officio</u> | 4-6500 |

ADMINISTRATIVE MATTERS AS THEY AFFECT THE FACULTY

*Chair: Agnew, Hugh L., History

Lee, Ting N., Engineering & Applied Science

Linkowski, Donald C., Counseling, HORS

Rau, Pradeep A., Business Administration

Rong, Yongwu, Mathematics

Sullivan, Patricia A., Exercise Science

ex officio:

Bortz, Walter M., Vice President for Administrative and Info. Svcs.

*Gallo, Linda L., Executive Committee Liaison

Grossman, John, H., Dean, Acting, Medical School & Health Sciences

Katz, Louis H., Vice President and Treasurer

Marshall, Barbara, Director, Faculty Personnel

ADMISSIONS POLICY, STUDENT FINANCIAL AID, AND ENROLLMENT MANAGEMENT

*Chair: Nagy, Thomas J.,

Bergquist, Kareen, Radiology

Huve, Gerard, Romance Languages & Literatures

Rong, Yongwu, Mathematics

Sten, Christopher, English

Ticktin, Max, Classics

ex officio:

Beil, Cheryl, Director, Office of Academic Planning & Assessment

Chernak, Robert A., Vice President for Student & Academic Supp. Svcs.

*Harrington, Robert J., Executive Committee Liaison

Lehman, Donald R., Vice President for Academic Affairs

Napper, Kathryn, Director of Admissions

Rypkema, Geri, Director, Fellowship & Graduate Student Support

Selinsky, Brian P., Registrar

Small, Daniel, Director of Enrollment Management Administration

Williams, Kristin, Director, Graduate Enrollment Support Services

APPOINTMENT, SALARY, AND PROMOTION POLICIES, (INCLUDING FRINGE BENEFITS)

*Chair: Boswell, John G., Educational Leadership
Berg, Patricia, Biochemistry/Molecular Biology
Carayannis, Elias, Management Science
Gupta, Murli M., Mathematics
Hill, Peter P., (Emeritus) History
Kirsch, Arthur, (Emeritus) Statistics
Kyriakopoulous, Nicholas, Engineering
Ludlow, Gregory, Romance Languages & Literatures
*Park, Robert E., Law
Schwartz, Arnold, Pathology
Tuazon, Carmelita, Medicine
Wasyliwskyj, Wasyli, Engineering and Applied Science
West, Lynda, Teacher Preparation & Special Education
Yeide, Harry E., Religion

ex officio:

Bortz, Walter M., Vice President for Administrative & Info. Svcs.
*Boswell, John G., Executive Committee Liaison
Kaplan, Susan, Associate Vice President for Human Resources
Katz, Louis H., Vice President and Treasurer
Lehman, Donald R., Vice President for Academic Affairs
Sarkani, Shahram, Associate Dean, SEAS
Stewart, Andrea W., Director, Gelman Library Administration

ATHLETICS AND RECREATION

*Chair: Mergen, Bernard M., American Civilization
Dew, Donald W., Counseling
Lee, Ting N., Engineering & Computer Science
McHugh, Patrick, Management Science
Rowley, David, Chemistry
Sullivan, Patricia A., Exercise Science

ex officio:

Caress, Edward A., Executive Associate Dean, CSAS
Chernak, Robert A., Vice President for Student & Academic Supp. Svcs.
*Granger, Mary J., Executive Committee Liaison
Kvancz, Jack, Director of Athletics and Recreation
Warner, Mary Jo, Senior Associate Director of Athletics & Recreation
Young, Michael K., Dean, Law

EDUCATIONAL POLICY

*Chair: Duff, Paul, Religion
Churchill, R. Paul, Philosophy
Hufford, Terry L., Biological Sciences
Karcher, Donald, Pathology
McGraw, Stephen, Health Care Sciences
Tollo, Richard, Geology
Youens, Laura, Music

ex officio:

Beil, Cheryl, Director, Academic Planning & Assessment
Chernak, Robert A., Vice President for Student & Academic Supp. Svcs.
Futrell, Mary H., Dean, GSEHD
Harter, Elizabeth, Librarian III, Gelman Library
Lehman, Donald R., Vice President for Academic Affairs
Napper, Kathryn, Director of Admissions
*Pelzman, Joseph, Executive Committee Liaison
Selinsky, Brian P., Registrar
Sigelman, Carol, Associate Vice President for Research & Grad. Studies
Small, Daniel, Director of Enrollment Management Administration
Stebelman, Scott, Research Librarian, Gelman Library

FACULTY DEVELOPMENT AND SUPPORT

*Chair: Berkowitz, Edward D., History
Edwards, Maureen, Pediatrics
Gupta, Murli M., Mathematics
Harizanov, Valentina, Mathematics
Lindahl, Frederick W., Accountancy
McGraw, Stephen, Health Care Sciences
McGuire, Brian J., Emergency Medicine
Miller, Wayne C., Exercise Science

ex officio:

Bortz, Walter M., Vice President for Administrative & Info. Svcs.
*Harrington, Robert J., Executive Committee Liaison
Jackson, Rebecca, Gelman Library
Linebaugh, Craig, Associate Vice President for Academic Planning
and Special Projects
Nutty, David, Associate University Librarian for Information Services
and Technology, Gelman Library
Rogers, Thomas A., Jr., Director, Human Resources Services

FISCAL PLANNING AND BUDGETING

*Chair: Griffith, William B., Philosophy (Fall '99)
Sheldon, Debra, Accountancy (Spring '00)
Cherian, Edward J., Information Systems
Garris, Charles A., Engineering
Kwoka, John, Economics
Lang, Roger H., Engineering & Applied Science
Lindahl, Frederick W., Accountancy
Paratore, Salvatore R., Educational Leadership
Peroni, Robert J., Law
Sheldon, Debra, Accountancy
Waters, Robert C., Engineering Management
*Yezer, Anthony M., Economics

ex officio:

Bass, Gerald H., Assoc. Vice President for Health Econ., Medical Center
Beard, Sheila, Assist. Vice President for Budget
Boselovic, Don, Assoc. Vice President for Finance
Chernak, Robert A., Vice President for Student & Academic Supp. Svcs.
Harding, Harry, Dean, Elliott School of International Affairs
Katz, Louis H., Vice President and Treasurer
Lehman, Donald R., Vice President for Academic Affairs
*Pelzman, Joseph, Executive Committee Liaison
Siggins, Jack, University Librarian
Whitaker, Roger, Assoc. Vice President for Academic Development and
Continuing Education

HONORS AND ACADEMIC CONVOCATIONS

*Chair: Castleberry, Michael S., Special Education
Click, Reid W., International Business
Rashid, Martha (Emeritus) Educational Leadership
Regnell, Joan R., Speech & Hearing
Wade, Alan, Theatre/Dance

ex officio:

Anderson, G. David, University Archivist, Gelman Library
*Granger, Mary J., Executive Committee Liaison
Holland, Sandy H., University Relations
Kasle, Jill F., University Marshal
Lehman, Donald R., Vice President for Academic Affairs
Selinsky Brian P., Registrar
Shipway, Lynn D., Special Assistant to the Vice President for
Administration & Information Services

LIBRARIES

*Chair: Hoare, Carol H., Human Development & Human Resource Development
Glick, Irving I., Mathematics
Lowe, John, Geography
Phillips, Terry M., Medicine
Reeves, Philip (Emeritus) Health Servs.Mgmt.& Policy/Health Care Sc.

ex officio:

Bader, Shelley A., Director, Medical Library
Lehman, Donald R., Vice President for Academic Affairs
Pagel, Scott B., Librarian, Law Library
Siggins, Jack, University Librarian
Sterling, Christopher, Associate Dean for Graduate Studies, CSAS
*Wilmarth, Arthur E., Jr., Executive Committee Liaison

PHYSICAL FACILITIES

*Chair: Simon, Gary L., Medicine
Junghenn, Hugo, Mathematics
Lipscomb, Diana, Biological Sciences
O'Rear, Charles, Forensic Science
Sabelli, Bradley W., Theatre & Dance
Schlagel, Richard H., Philosophy

ex officio:

*Boswell, John G., Executive Committee Liaison
Bortz, Walter M., Vice President for Administrative & Info. Svcs.
Katz, Louis H., Vice President and Treasurer
Linebaugh, Craig, Associate Vice President for Academic Planning
and Special Projects
MacEwen, Virginia, Librarian II & Chair, Gelman Library Space Com.
Schauss, John A., Deputy Treasurer

PROFESSIONAL ETHICS AND ACADEMIC FREEDOM

- *Chair: *Harrington, Robert J., Engineering and Applied Science
- Darr, Kurt, Health Sciences Management & Policy
- Garcia, Jorge, Counseling
- Goodenough, David J., Radiology
- Green, Colin, Teacher Preparation & Special Education
- Johnson, Diana, Biological Sciences/Genetics
- *Johnston, Gerald P., Law
- Kahn, Walter K., Engineering & Applied Science
- Lobuts, John, Management Science
- Pierpont, Howard C., (Emeritus) Surgery
- Robinson, David, Jr., Law
- Schwartz, Arnold, Medicine
- *Simon, Gary L., Medicine
- Stephanic, Jeffrey, Art

ex officio:

- Lefton, Lester A., Dean, Columbian School
- Linebaugh, Craig, Associate Vice President for Academic Planning and Special Projects
- *Robinson, Lilien F., Executive Committee Liaison
- Weston, Beth, Librarian III, Gelman Library
- Young, Michael K., Dean, Law

RESEARCH

- *Chair: Haque, Muhammad I., Engineering & Applied Science
- Berman, Barry L., Physics
- Bonin, Joseph E., Mathematics
- Carayannis, Elias, Management Science
- Dew, Donald W., Counseling
- Freund, Maxine, Teacher Preparation & Special Education
- Lynch, Sharon H., Teacher Prep. & Special Education
- Vocjcic, Branimir, Engineering & Applied Science
- Wolff, Frederick, (Emeritus) Medicine
- Zaghloul, Mona E., Engineering & Applied Science
- +(to be appointed)
- +(to be appointed)

ex officio:

- *Gallo, Linda L., Executive Committee Liaison
- Ladisch, Stephan, Director, GWU Institute of Biomedical Sciences
- Mazzuchi, Thomas A., Interim Dean, SEAS
- Sigelman, Carol, Associate Vice President for Research & Grad. Studies
- Stebelman, Scott, Research Librarian, Gelman Library

+ Representative from Advisory Council on Research

+ Member of the Senate

UNIVERSITY AND URBAN AFFAIRS

*Chair: Captain, Yvonne, Romance Languages & Literatures
Griffin, Jennifer, Strategic Management & Public Policy
Maurer, W. Douglas, Engineering & Applied Science
Nashman, Honey W., Human Services & Sociology
Steeves, Kathleen, Teacher Preparation & Special Education

ex officio:

Brock, Melvin, Acting Director, Multicultural Student Services
Demczuk, Bernard, Assist. Vice President for Dist. of Col. Affairs
Green, Judith, Director, International Services Office
Henderson, Francine, Head, Special Collections, Gelman Library
Katz, Louis H., Vice President and Treasurer
Konwerski, Peter, Campus Activities
Phillips, Susan M., Dean, School of Business & Public Management
Willis, Ronald, Assist. Vice President for Congressional, Fed. & State Rel.
*Wilmarth, Arthur E., Jr., Executive Committee Liaison

The following Committee is not a Standing Committee of the Faculty Senate but is listed for your information:

JOINT COMMITTEE OF FACULTY AND STUDENTS

Faculty Members:

*Co-Chair: McAleavey, David W., English
Beck, Sylven S., Elementary Education
Doroslovacki, Milos, Engineering & Applied Science
Park, Karen, Anesthesiology
Regnell, Joan, Speech & Hearing
Sabelli, Bradley W., Theatre/Dance
Ticktin, Max, Classics

ex officio:

Beaulieu, Adrian, Director of International Programs, ESIA
Chernak, Robert A., Vice President for Student & Academic Supp. Svcs.
Donnels, Linda, Dean of Students
Gargano, Michael, Executive Director, Student Activities Center
Lefton, Lester A., Dean, Columbian School
*Robinson, Lilien F., Executive Committee Liaison
Wilson, Robert J., Asst. Dir., Educ. Svcs., Univ. Couns. Ctr.
Wooldridge, Annie B., Assistant Vice President

Student Members: (to be elected)

Co-Chair:

ex officio:

(to be elected)

THE GEORGE WASHINGTON UNIVERSITY
Washington, DC

The Faculty Senate

April 26, 1999

The Faculty Senate will meet on Friday, May 7, 1999, at 2:10 p.m., in the Kayser-Park Room, University Club, 3rd Floor, Marvin Center. (This is the first meeting of the new 1999-00 Session.)

AGENDA

- 1. Call to order**
- 2. Introduction of new members**
- 3. Approval of the minutes of the regular meeting of April 9, 1999, as distributed**
- 4. Introduction of Resolutions**
- 5. Annual Report on Faculty Salaries by Professor John G. Boswell, Chair, Committee on Appointment, Salary and Promotion Policies Committee**
- 6. General Business:**
 - (a) Approval of dates for regular Senate meetings in the 1999-00 Session recommended by the Executive Committee, as follows: May 7, 1999, September 10, 1999, October 8, 1999, November 12, 1999, December 10, 1999, January 21, 2000, February 11, 2000, March 10, 2000, and April 14, 2000**
 - (b) Nomination for re-appointment by the President of Associate Professor Scott B. Pagel as the Faculty Senate Parliamentarian for the 1999-00 Session**
 - (c) Nomination for election of Chairs and members of Faculty Senate Standing Committees for the 1999-00 Session (list to be distributed at meeting)**
 - (d) Nomination for appointment by the President to the following Administrative Committees: Committee on University Bookstore: David A. Rowley, Stephen McGraw, and Harry E. Yeide; GW Forum: Debra Bruno, Editor-in-Chief, Michael F. Moses, and Jeffrey L. Stephanic; Space Committee: Gary L. Simon, Chair,**

Senate Committee on Physical Facilities; Joint Committee of Faculty and Students: David W. McAleavey, Faculty Co-Chair, Sylven S. Beck, Milos Doroslovacki, Karen Park, Joan R. Regnell, Bradley Sabelli, and Max D. Ticktin

- (e) **Nomination for appointment by the Board of Trustees to the following Committees:** Trustees' Committee on Academic Affairs: Lilien F. Robinson; Trustees' Committee on Student Affairs: David W. McAleavey; Trustees' Committee on Development and Alumni Affairs: William B. Griffith (Fall 99) and Debra R. Sheldon (Spring 00); Trustees' Committee on External Affairs: Yvonne Captain; Trustees' Committee on Infrastructure and Information Technology: Philip W. Wirtz
- (f) **Nomination for election by the Faculty Senate to the Panel for Student Grievances Review Committee:** Andrew Altman, R. Paul Churchill, Jorge Garcia, Margaret R. Kirkland, Michael J. Peck, Terrence M. Phillips, Joan R. Regnell, Linda L. Street, Max D. Ticktin, and Catherine Turley
- (g) **Report of the Executive Committee:** Professor Lilien F. Robinson, Chair
- (h) **Annual Reports from Senate Standing Committees**
- (i) **Tributes**

7. Brief Statements (and Questions)

8. Adjournment


Brian Selinsky
Secretary

THE GEORGE WASHINGTON UNIVERSITY
THE FACULTY SENATE - 1999-00 SESSION

Faculty Senate meetings for the 1999-00 Session will be held on the second Friday of each month (exceptions: January and May) as follows:

| | |
|--------------------|--|
| May 7, 1999 | January 21, 2000 |
| September 10, 1999 | February 11, 2000 |
| October 8, 1999 | March 10, 2000 |
| November 12, 1999 | April 14, 2000 |
| December 10, 1999 | The 2000-2001 Session begins on May 5, 2000 |

| <u>Phone</u> | <u>Ex Officio Member (stated by the Faculty Organization Plan)</u> |
|--------------|--|
| 6500 | Trachtenberg, Stephen Joel President |

| <u>Phone</u> | <u>Administrative Members (stated by the Faculty Organization Plan)</u> |
|--------------|--|
| 6510 | Lehman, Donald R. Vice President for Academic Affairs |
| 6393 | Selinsky, Brian P. Registrar (Appointed by the President): |
| 6161 | Futrell, Mary H. Dean, Graduate School of Education & Human Dev. |
| 2987 | Grossman, John H. Dean, Acting, Medical School and Health Sciences |
| 6241 | Harding, Harry Dean, Elliott School of International Affairs |
| 6130 | Lefton, Lester A. Dean, Columbian School of Arts & Sciences |
| 6080 | Mazzuchi, Thomas A. Dean, Interim, School of Engineering & App. Sc. |
| 6380 | Phillips, Susan M. Dean, School of Business & Public Mgt. |
| 4772 | Riegelman, Richard Dean, School of Public Health and Health Svcs. |
| 6288 | Young, Michael K. Dean, GW Law School |
| 7557 | Pagel, Scott Parliamentarian |

| <u>Phone</u> | <u>Faculty Members</u> | <u>Term Expires</u> | <u>School</u> |
|--------------|--------------------------|---------------------|---------------------------------|
| 6232 | Agnew, Hugh L. | 2000 | International Affairs |
| 8174 | Berkowitz, Edward D. | 2000 | Columbian School |
| 7117 | Boswell, John G. | 2001 | Education and Human Development |
| 7078 | Captain, Yvonne | 2000 | Columbian School |
| 1510 | Castleberry, Michael S. | 2001 | Education and Human Development |
| 2125 | Cawley, James F. | 2001 | Medical Center |
| 6363 | Duff, Paul B. | 2001 | Columbian School |
| 3521 | Gallo, Linda L. | 2000 | Medical Center |
| 7159 | Granger, Mary J. | 2001 | Business and Public Management |
| 8684 | Griffith, William B. | 2000 | Columbian School |
| 4964 | Haque, Muhammad I. | 2001 | Engineering and Applied Science |
| 3158 | Harrington, Robert J. | 2000 | Engineering and Applied Science |
| 3993 | Hoare, Carol H. | 2000 | Education and Human Development |
| 9471 | Johnston, Gerald P. | 2000 | GW Law School |
| 5910 | Loew, Murray H. | 2000 | Engineering and Applied Science |
| 6515 | McAleavey, David W. | 2001 | Columbian School |
| 7244 | Mergen, Bernard M. | 2000 | Columbian School |
| 7090 | Nagy, Thomas J. | 2000 | Business and Public Management |
| 6977 | Packer, Randall K. | 2001 | Columbian School |
| 6750 | Park, Robert E. | 2001 | GW Law School |
| 7108 | Pelzman, Joseph | 2001 | International Affairs |
| 7094 | Robinson, Lilien F. | 2000 | Columbian School |
| 7557 | Sheldon, Debra R. | 2001 | Business and Public Management |
| 4717 | Simon, Gary L. | 2001 | Medical Center |
| 9052 | Stephanic, Jeffrey L. | 2001 | Columbian School |
| 6386 | Wilmarth, Arthur E., Jr. | 2000 | GW Law School |